

MINUTES  
CLARK COUNTY SCHOOL DISTRICT  
SPECIAL MEETING OF THE BOARD OF SCHOOL TRUSTEES  
EDWARD A. GREER EDUCATION CENTER, BOARD ROOM  
2832 E. FLAMINGO ROAD, LAS VEGAS, NV 89121

WORK SESSION

Wednesday, April 3, 2013

8:02 a.m.

---

Roll Call:    Members Present  
Carolyn Edwards, President  
Lorraine Alderman, Vice President  
Deanna L. Wright, Clerk  
Erin E. Cranor, Member  
Chris Garvey, Member  
Patrice Tew, Member  
Dr. Linda E. Young, Member

Pat Skorkowsky, Interim Superintendent of Schools

Also present were: Mary Ann Peterson, Board Counsel, District Attorney's Office; Carlos McDade, General Counsel, Office of the General Counsel; Jeff Weiler, Chief Financial Officer, Business and Finance Division; Staci Vesneski, Chief Human Resources Officer, Human Resources Division; Kim Wooden, Chief Student Services Officer, Student Support Services Division; Jim McIntosh, Deputy Chief Financial Officer, Business and Finance Division; Joyce Haldeman, Associate Superintendent, Community and Government Relations; Bramby Tollen, Director, Purchasing, Warehousing, Business and Finance Division; Cynthia Sell, Director, Strategic Projects, Community and Government Relations; Elizabeth Carrero, Executive Assistant to the Superintendent, Office of the Superintendent; Lisa Chrapcynski, Administrative Secretary II, Board Office; and Stephanie Gatlin, Transcriber/Recording Secretary, Board Office.

**FLAG SALUTE**

Trustee Wright led the Pledge of Allegiance.

**ADOPT AGENDA**

*Adopt agenda, except move Item 4.02 to follow Item 6.01as 6.01a.*

*Motion: Wright    Second: Young    Vote: Unanimous*

*Trustee Tew was not present for the vote.*

**BOARD MEMBER ARRIVES**

Trustee Tew arrived at the Board meeting at 8:06 a.m.

## **PUBLIC COMMENT PERIOD**

None.

## **RECOGNITION**

Trustee Edwards recognized former first lady Sandy Miller.

## **APPROVE ITEMS 3.01 AND 3.02**

Approval of Items 3.01 and 3.02, respectively, as follows:

### **APPROVE SUPERINTENDENT SEARCH FIRM CONTRACT**

Approval to contract with McPherson & Jacobson for superintendent search services for an approximate amount of \$48,200 to be paid from Unit 002, FY14, Cost Center 1010002002 Object 5340000000, Fund 1000000000 as recommended in Reference 3.01.

### **APPROVE SUPERINTENDENT SEARCH**

Approval regarding all aspects of the search and selection of a new Superintendent of Schools for the Clark County School District, including but not limited to, search firm negotiations.

Ms. Tollen provided an updated contract and the original Request for Proposal (RFP) with McPherson and Jacobson's response for the Board's review.

Trustee Alderman expressed that the input from her constituents has been not to rush this process. She suggested holding the public input meetings and gathering the community's input discussing how long to keep an interim superintendent in place. She said she preferred not to start the process with the search firm in April.

Trustee Garvey said the feedback from her constituents has been similar to Trustee Alderman's, and that there is concern with the Nevada State Schools Superintendent stepping down. She said there is also concern among teachers and principals in terms of not stopping the process and having a sense of safety and stability.

Trustee Young said her constituents have shared that they do not want the Board to rush this process. She said the Board needs to review the District's needs and be very thoughtful and methodical during this process. She said she is not supportive of the search firm McPherson and Jacobson. She recommended that no changes be made for a year and to review RFPs from other organizations in January.

Trustee Tew agreed with slowing down the process and taking time to consider all of the information.

There was discussion regarding the direction and pace the Board members wish to proceed in going forward in the superintendent search process.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Mrs. Haldeman presented the proposed schedule of community meetings for the superintendent search for the Board's review.

**BOARD PRESIDENT RELINQUISHES CHAIR**

Trustee Edwards relinquished the chair at 9:21 a.m.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Tew suggested using these scheduled meetings to discuss legislative issues with the community if the Board decides to slow down the search process.

**BOARD PRESIDENT RESUMES CHAIR**

Trustee Edwards resumed the chair at 9:24 a.m.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Young said she was not in favor of holding any community meetings at this time. She said she would like to slow down the process and allow Mr. Skorkowsky to serve as interim superintendent for some time.

Trustee Alderman said she views these meetings as a way to gather information and input from the community in relation to where the District is heading, not necessarily just related to the superintendent search. She suggested that if the Board decides to move forward, the title of these meetings could be changed to reflect that these are community meetings regarding the state of the District.

Trustee Cranor said she feels as though this is the time to keeping moving forward. She suggested approving the schedule of meetings and changing the survey so that the information about the superintendent could be last and the information regarding reform programs and initiatives could be first.

Trustee Edwards agreed that these meetings could be used to talk with the community about the direction of the District, which can include information about what should be done about a superintendent. She said she thinks it needs to be completed before the end of the school year.

Mrs. Haldeman reviewed the proposed community input survey documents.

Trustee Garvey said she could support the meeting schedule if the focus were taken off of the superintendent search and placed more on the direction and state of the District. She said some of the questions related to reform should be clarified.

Trustee Cranor requested a standalone item that reads, "Identifying success and effective ideas and helping them spread throughout the schools."

### **APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Alderman asked that the Ombudsman Office be included for customer service and the Discovery Education Assessment also be included. She suggesting adding questions about collaboration and teambuilding to the superintendent portion.

Trustee Young said information about what has been accomplished under Dwight Jones should be provided to the public before asking them their position on the District. She said her constituents would like the opportunity to give their input on the survey document itself. She said the hearing impaired and visually impaired communities should be included as well.

Mrs. Haldeman suggested holding a separate meeting to address those communities. She said all documents would be available in Spanish, and interpreters could be available for the meetings.

### **Public Hearing on Item 3.02**

John Carr questioned why Mr. Skorkowsky is not simply stepping into the position of Superintendent. He opposed spending money on a superintendent search.

Pam Hicks disagreed with having a new superintendent start in November or December. She said the new superintendent needs to start at the beginning of a new school cycle.

Ruben Murillo stated that it would be a good idea to use the public input meetings to assess the state of the District, and the Board should also be asking which direction the community wants to go in in terms of a national search.

Meryl Grant agreed with Trustee Young with regard to the schedule. She said interpreters should be available at all of the meetings. She said Trustee Young's community should be allowed the time to review these documents because everyone should be included.

Trustee Cranor commented that she could agree to seeking out public input in other arenas and save the expense of holding all of the calendared community input meetings.

Trustee Garvey said she would need to have interpreters available. She suggested that there could be a section on the community input form that would allow for individuals to give input on topics or issues that are not addressed on the form.

Trustee Edwards suggested that gathering input in both parent meetings and community input meetings would be best. She noted that two of the meetings will be live broadcast, and she suggested utilizing ParentLink to reach out, as well.

Mrs. Sell said all avenues will be used to reach out to the community, including ParentLink and media through the Communications Department, and all input meetings would be posted on community calendars. She said Translation Services will have Spanish translators at all of the public input meetings.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Alderman said she would like staff to help with the District D evening meeting, and she would like the focus of the meetings to be about the state of the District.

Trustee Tew said she would like to see the meetings be about the superintendent search and about the state of the District. She said all forums need to be used to gather this input.

Trustee Young recommended that the Board take time to allow individuals to review the survey and provide their input on the form, and to have this information ready in September or October and to then begin the process of hiring a superintendent. She asked that her scheduled May meetings be removed, and she said she would speak to her constituents at her Village meetings.

Trustee Edwards read the motion of the March 21, 2013, regular Board meeting, Item 6.01 for consideration.

**Public Hearing on Item 3.01**

John Carr recalled his experience witnessing the superintendent search in 2010, and he said he was not in favor of the search firm McPherson and Jacobson.

Sandy Miller said she feels that signing the contract for the search firm would not be in the best interest of the community. She recommended that Mr. Skorkowsky continue as interim superintendent for the duration of former superintendent Dwight Jones' contract.

Ruben Murillo spoke in opposition to the hiring of a search firm at this time. He said the focus should be instead on taking the District forward in the legislature.

Kelly Martinez, on behalf of the Las Vegas Metro Chamber of Commerce, spoke in support of a national search.

Meryl Grant spoke in support of retaining Mr. Skorkowsky as Superintendent of Schools.

Trustee Edwards said she believes a search would bring the richest pool of candidates forward and that in order to create a pool of candidates, the Board needs to hire a search firm. She said she believes this process can move forward calmly and with care and deliberation by setting a timeline and establishing parameters and gathering input on those parameters. She said a decision may still be made not to conduct a search.

Trustee Young reiterated that she was opposed to entering into a contract with McPherson and Jacobson.

Trustee Tew stated that she would be opposed to entering into a contract with McPherson and Jacobson at this time because she would like the opportunity to assess the state of the District under Mr. Skorkowsky's leadership.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Cranor said if the contract with McPherson and Jacobson were to be voted down by the Board, she would want to consider naming Mr. Skorkowsky as Superintendent of Schools. She said she would like to move forward and make a decision today, and if not, stay this item and have it appear on the next Board agenda to allow the Board to have the ability to name Mr. Skorkowsky as the permanent superintendent.

Trustee Alderman clarified that her previous vote to negotiate with McPherson and Jacobson was not an endorsement of that firm but an effort to move the process forward; nor was it a commitment to conduct a national search, but a way in which to allow the Board to have the conversation. She said she liked the idea of Mr. Skorkowsky serving as superintendent at least until the end of the former superintendent's contract.

Trustee Garvey supported naming Mr. Skorkowsky as Superintendent and delaying hiring a search firm.

Trustee Wright suggested that perhaps the Board ought to be sure that Mr. Skorkowsky is interested in serving as CCSD Superintendent before discussing placing him in that position.

Trustee Edwards said that she was in full support of conducting a search in which possible internal candidates are fully encouraged to apply. She suggested not voting today on hiring McPherson and Jacobson, void the negotiations, and continue a discussion on the Board's next steps, including possibly bringing an item forward to appoint immediately, which could include putting out an RFP for a search firm. She reminded the Trustees, however, that the Board voted to conduct a search at the March 14, 2013, Board meeting. She said her preference would be to take no action on this item today.

*Motion not to enter into a contract with McPherson and Jacobson for superintendent search services for an approximate amount of \$48,200.*

*Motion: Young*

*Trustee Garvey asked if the motion could be amended to say "At this time, the Board is not going to entertain any contracts with search firms for superintendent."*

Ms. Peterson pointed out that this agenda item does not speak to any future contract with this particular search firm, and it does not preclude the Board from entering into a contract with this search firm in the future.

There was discussion regarding how to phrase the motion so that it is clear that the Board is not rejecting the search firm McPherson and Jacobson, but is postponing any negotiations at this time.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

*Trustee Young restated her motion to be "At this time the Board does not wish to pursue entering into a contract with McPherson and Jacobson for superintendent search services for an approximate amount of \$48,200."*

Ms. Tollen expressed concern with being able to definitively explain why the Board has decided not to go forward with the negotiations.

*Trustee Garvey offered the amendment, "The Board is not prepared to enter into a contract at this time due to feedback from the community that has asked the Board to postpone a decision for a national search."*

Trustee Edwards said she cannot support a motion that says the Board does not want to hire this firm and will not conduct a national search.

Ms. Peterson clarified that the agenda item speaks to this specific contract, which the Board is not prepared to pursue today, and that does not mean that the Board cannot offer an explanation, but some decision needs to be made today with relation to this contract.

*Trustee Garvey offered the following amendment as a second to the motion: "The amendment as we said – not part of the motion or the second – that the reason is that there is community input that is worried about the timeliness of it, and therefore, before we enter into a contract that puts out expectations of a certain timeline, that we want to make sure that's what our community is saying they want too."*

*Trustee Young agreed with the amendment: "At this time, we do not wish to pursue a contract with McPherson and Jacobson for superintendent search, et cetera, due to the input from our constituents."*

*Trustee Garvey said it would include the language, "...a decision on a search firm..."*

Trustee Edwards asked for assistance with this motion.

**BOARD MEMBER LEAVES**

Trustee Garvey left the Board meeting at 11:22 a.m.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Cranor said she could not support the motion as stated because it would not be wise to abandon good faith negotiations without a solid next step.

**TELECONFERENCE CALL CONNECTED**

Teleconference connected with Trustee Garvey at 11:24 a.m.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

*Motion to table this agenda item until a decision has been made regarding the interim position and the Board's next steps.*

*Motion: Alderman Second: Cranor Vote: Yeses – 6 (Edwards, Alderman, Wright, Garvey, Cranor, Tew); No – 1 (Young)*

*The motion passed.*

**TELECONFERENCE CALL DISCONNECTED**

Teleconference call with Trustee Garvey was disconnected at 11:50 a.m.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Wright said that if the Board decides to conduct a national search, she would like to encourage all possible internal candidates to apply for the position.

Trustee Young said she would not be participating in the community input meetings outlined in the proposed schedule, but she would gather input at the other meetings she attends, and she would like to take the survey form to some of her constituents and gather their input on the form, itself.

Trustee Alderman agreed that the Board needs to have a conversation and come to a consensus regarding next steps, including Mr. Skorkowsky's contract as it relates to the length of time he is to serve as superintendent. She agreed that the public input meetings should include asking the public if they prefer a national or local search.

Trustee Edwards said now is the time to make changes to the proposed calendar of public input meetings.

Trustee Cranor suggested that the Board remove the word "interim" for the duration of the former superintendent's contract, December 2014, and engage Mr. Skorkowsky as "Superintendent Skorkowsky," then sometime next year decide whether a national search would be conducted.

Trustee Tew said the proposed meeting schedule would work for her, and she agreed with Trustee Cranor's suggestion.

Trustee Cranor clarified that her intent was that if the Board removed the word "interim," the meetings would not need to take place at all.

Trustee Young spoke in support of Trustee Cranor's recommendations.

Trustee Alderman also supported the suggestions made by Trustee Cranor but said she still thinks it is a good idea to gather input from the community concerning the state of the District.



**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Edwards said the Board has not come to a consensus at this point, and she said she feels that by going forward with Trustee Cranor's suggestion, the Board may be limiting the applicant pool because of the perception that the Board has already decided that Mr. Skorkowsky will be the next superintendent. She said Mr. Skorkowsky has the full authority of superintendent, so she agreed with addressing him as "Superintendent Skorkowsky."

Trustee Alderman said she feels there needs to be a date certain on Mr. Skorkowsky's contract.

**RECESS:** 12:32 p.m.

**RECONVENE:** 12:47 p.m.

Trustee Edwards announced that Items 3.03 and 3.04 would be pulled from the agenda and brought back to the Board's May work session.

**APPROVE ITEMS 3.01 AND 3.02 (continued)**

Trustee Edwards asked the Trustees to inform Mrs. Sell if they need a date change on the input meeting calendar by end of day tomorrow.

The Trustees agreed to do so.

Trustee Wright said she believes there should be a national search. With regard to the timeline, she said a superintendent needs to be in place by December or January.

Trustee Cranor suggested moving forward with the community input meetings, review the surveys, ask follow-up questions, and make a decision after that time of whether to appoint or to move forward with a national search on June 27.

Trustee Tew spoke in support of Trustee Cranor's suggestion.

Trustee Edwards suggested bringing forth an agenda item to make that decision sometime in May.

Trustee Young said her recommendation would be to allow Mr. Skorkowsky to serve as superintendent for a year and begin the search in January or February.

The Board discussed holding a special meeting on May 20.

**APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE POLICIES E-1: VISION STATEMENT AND E-2: ACADEMIC ACHIEVEMENT**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, E-1: Vision Statement, and E-2: Academic Achievement, as requested in Reference 3.03. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of School Trustees.

This item was pulled from the agenda.

**APPROVE BOARD REVIEW OF THE CLARK COUNTY SCHOOL DISTRICT BOARD OF TRUSTEES' GOVERNANCE FOR THE PROPOSED EL POLICY, COMMITMENT TO DIVERSITY**

Approval regarding suggestions for future modifications, additions, language changes, and deletions to, the proposed EL Policy, Commitment To Diversity, as requested in Reference 3.04. By direction of the Board, any changes recommended at this meeting will not be implemented unless adopted by the public policy review process at a regular meeting of the Board of Trustees.

This item was pulled from the agenda.

**APPROVE 2013-2014 TENTATIVE BUDGET**

Approval on development and adoption of the 2013-2014 Tentative Budget, and authorization for members of the Board of School Trustees to file as required by NRS 354.596; and to authorize the Superintendent to initiate a reduction in force because of a lack of money or lack of work, per NRS 288.150(3)(b), as recommended in Reference 4.01.

Jeff Weiler presented the 2013-2014 Tentative Budget to the Board for approval.

Trustee Cranor requested that the following data be provided to the Board before the presentation of the amended budget in May: For the general fund, a list of all positions, including code and description, of each position in each category on the "where the money is spent" history – school-based, transportation, and central office; a list of any positions, including code and description, that are not included in the history chart; additional columns in the history chart to include every tentative and amended version of every budget for fiscal year 2010 through fiscal year 2014, including the amended budget for May; an indication of which fiscal year each position and position code came into existence; and proposed remedies to address issues brought forward in the internal audit report presented to the Audit Advisory Committee.

There was discussion regarding staff time and cost to the District to fulfill Trustee Cranor's request.

Trustee Cranor clarified that her intent in requesting this information is to have a reprioritization of resources toward the schools.

## **APPROVE 2013-2014 TENTATIVE BUDGET (continued)**

Trustee Young offered to assist Trustee Cranor in gathering this information.

*Motion to approve the 2013-2014 tentative budget as presented, so that it can be submitted to the state of Nevada, as required by law.*

*Motion: Wright Second: Young Vote: Yeses – 5 (Edwards, Alderman, Wright, Tew, Young); No – 1 (Cranor)*

*The motion passed.*

*Trustee Garvey was not present for the vote.*

*Motion to authorize the superintendent to initiate a Reduction in Force due to lack of money or lack of work, per Nevada Revised Statutes (NRS) 288.150.*

*Motion: Wright Second: Alderman Vote: Unanimous*

*Trustee Garvey was not present for the vote.*

## **AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS**

Trustee Cranor formalized her request for a discussion of the budget to take place on April 25, May 1, or May 9 to be determined by the Board president.

Trustee Young requested an agenda item to discuss the Board's governance structure.

## **BOARD MEMBER LEAVES**

Trustee Cranor left the Board meeting at 3:00 p.m.

## **AGENDA PLANNING: ITEMS FOR FUTURE AGENDAS (continued)**

Trustee Wright requested an agenda item for presentation and discussion on the Discovery Education Assessment.

## **BOARD REPORTS**

Trustee Edwards announced that the Nevada Association of School Boards (NASB) revised their bylaws to allow additional board members to apply to serve on the executive committee.

## **DISCUSSION AND REQUEST FOR SPECIAL MEETINGS**

Trustee Edwards said the Board would hold a special meeting on May 20, 2013, at 5:30 p.m.

## **PUBLIC COMMENT PERIOD**

John Johnson agreed with comments made by Trustee Young regarding the superintendent search and her constituency.

Punam Mathur expressed support of the Board's work during the superintendent search, and she expressed support of Interim Superintendent Skorkowsky.

**EMPLOYEE LABOR RELATIONS AND CLOSED SESSION**

*Approval of closed session pursuant to NRS 288.*

*Motion: Wright Second: Tew Vote: Unanimous*

*Trustees Cranor and Garvey were not present for the vote.*

**RECESS:** 3:12 p.m.

**RECONVENE:** 3:15 p.m.

*Trustee Edwards stated that there would not be a closed session.*

**ADJOURN:** 3:16 p.m.

*Motion: Tew Second: Wright Vote: Unanimous*

*Trustees Cranor and Garvey were not present for the vote.*